

Student Achievement and Teacher Quality Program Senate File 277

Last Action:

Senate Floor

March 5, 2007

An Act relating to the state's educational standards regarding teacher librarians and qualified guidance counselors, and to teacher and administrator quality, including the student achievement and teacher quality program and an administrator quality program, making appropriations, and providing an effective date.

**Fiscal Services Division
Legislative Services Agency**

NOTES ON BILLS AND AMENDMENTS (NOBA)

Available on line at <http://www3.legis.state.ia.us/noba/index.jsp>

LSA Contact: Robin Madison (15270)

**EXECUTIVE SUMMARY
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**GUIDANCE COUNSELORS
REQUIRED**

- Requires school districts to have a licensed guidance counselor beginning July 1, 2007. Requires each district to work toward a goal of having one qualified guidance counselor for every 350 students. (Page 1, Line 23)

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a guidance counselor. Section 6 authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire guidance counselors. It is likely the requirement for guidance counselors will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a counselor among several districts. In FY 2007, 41 school districts do not have a guidance counselor, and the average annual salary for a full-time guidance counselor is \$48,644. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.0% of the annual salary. An average annual salary increase of 3.0% is assumed.

The cost of reaching the goal of one guidance counselor for every 350 students has not been estimated. In FY 2007, 154 districts had 350 students or fewer per guidance counselor, while 211 districts exceeded the desired ratio.

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1.2 million and \$2.5 million by FY 2010.

SCHOOL NURSES REQUIRED

- Requires school districts to have a school nurse to provide health services to students beginning July 1, 2007. Requires each district to work toward a goal of having one school nurse for every 750 students. The school nurse must hold a Statement of Professional Recognition issued by the Board of Education Examiners. (Page 1, Line 34)

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a school nurse. Section 6 authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire school nurses. It is likely the requirement for school nurses will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a nurse among several districts. In FY 2007, 84 school districts do not have a school nurse, and the average annual salary for a full-time school nurse is \$34,000. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.0% of the annual salary. An average annual salary increase of 3.0% is assumed.

The cost of reaching the goal of one school nurse for every 750 students has not been estimated. In FY 2005, 136 districts had 350 students or fewer per nurse, while 231 districts exceeded the desired ratio.

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1.8 million and \$3.5 million by FY 2010.

**EXECUTIVE SUMMARY
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
MINIMUM TEACHER SALARIES**

- Increases the minimum salary for beginning teachers by \$1,000 to \$26,500 in FY 2008. (Page 10, Line 14)

FISCAL IMPACT: The estimated statewide cost of the minimum salary increase for beginning teachers is \$1.5 million in FY 2008.

- Increases the minimum salary for first-year career teachers by \$1,000 to \$27,500 and the minimum salary for all other career teachers by \$1,000 to \$28,500 in FY 2008. (Page 10, Line 25)

FISCAL IMPACT: The estimated statewide cost of the minimum salary increases for career teachers is \$898,000 in FY 2008.

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
CHANGES TO FY 2008 AND FY 2009
APPROPRIATIONS**

- Increases the FY 2008 General Fund appropriation to the Student Achievement and Teacher Quality Program by \$35.0 million to a total of \$174.3 million. This is an increase of \$70.0 million compared to the estimated FY 2007 appropriation. (Page 29, Line 7)
- Increases the FY 2009 General Fund appropriation to the Student Achievement and Teacher Quality Program by \$75.0 million to a total of \$249.3 million. This is an increase of \$75.0 million compared to the FY 2008 appropriation. (Page 29, Line 7)

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY PROGRAM –
CHANGES TO ALLOCATIONS**

- Allocates \$1.5 million in FY 2008 and FY 2009 to the Department of Education for issuance of National Board Certification awards. Of the amount, \$85,000 is allocated to the Ambassador to Education position. The amount allocated fulfills existing commitments to those who registered for certification prior to January 1, 2006. No additional awards are funded. (Page 15, Line 30)
- Allocates up to \$695,000 annually in FY 2007 through FY 2009 to the Department of Education for professional development and evaluator training. (Page 16, Line 8)
- Allocates up to \$20.0 million in FY 2008 for distribution to school districts for professional development. (Page 16, Line 22)
- Allocates up to \$1.8 million in FY 2008 to the Department of Education to establish Teacher Development Academies. (Page 17, Line 20)
- Allocates funding for distribution to school districts for market factor incentives as follows: (Page 18, Line 1)
 - FY 2007 - \$3.4 million
 - FY 2008 - \$3.4 million
 - FY 2009 - \$7.5 million
 - FY 2010 - \$6.6 million

**EXECUTIVE SUMMARY
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY PROGRAM –
CHANGES TO ALLOCATIONS
(CONTINUED)**

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
OTHER SIGNIFICANT CHANGES**

- Allocates \$1.0 million for FY 2008 to the Department of Education for the Pay for Performance Program. (Page 18, Line 20)
- Allocates \$2.5 million annually for FY 2009 and FY 2010 to the Department of Management for the Pay for Performance Program. (Page 18, Line 34)
- Specifies that all licensed non-administrative employees of Area Education Agencies (AEAs), school districts, the Iowa Braille and Sight Saving School, and the Iowa School for the Deaf, with the exception of school nurses, are included in the definition of “teacher” for purposes of the Student Achievement and Teacher Quality Program. (Page 4, Line 8)
- Requires school districts and AEAs to create Teacher Quality Committees to monitor the implementation of the Student Achievement and Teacher Quality Program. (Page 5, Line 16)
- Requires professional development plans for each attendance center. (Page 6, Line 17)
- Requires the Department of Education, in collaboration with AEAs, to establish teacher development academies. (Page 10, Line 6)
- Specifies that, beginning in FY 2009, the formula for distribution of annual salary funding within a school district must be negotiated by the school board and the certified bargaining representative. Specifies that any increases in the funds provided above the base year will be distributed by a mutually agreed upon formula. (Page 12, Line 9)
- Specifies that a teacher who is not meeting the performance standards and criteria must be given an opportunity to participate in an intensive assistance program before adverse consequences may be applied. (Page 13, Line 20)
- Changes the focus of the Market Factor Pay Program from salaries to incentives. (Page 13, Line 26 through Page 15, Line 25)
- Requires the Department of Education to review the use and effectiveness of market factor incentives and report findings and recommendations to the General Assembly by January 15, 2008. Specifies the intent of the General Assembly to reevaluate the allocations for market factor incentives in future years based upon this report. (Page 15, Line 15)
- Specifies that funds allocated for the Pay for Performance Program do not revert at the end of the fiscal year. (Page 19, Line 30)
- Strikes the requirement for individual Pay for Performance Program incentives. (Page 22, Line 22)
- Specifies that the purpose of Pay for Performance Program planning projects is to evaluate various career ladder designs. (Page 22, Line 33)
- Strikes the requirement that the General Assembly consider statewide implementation of a Pay for Performance Program in FY 2010. (Page 24, Line 8)

**EXECUTIVE SUMMARY
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

IOWA ELITE TEACHER PROGRAM

- Creates the Iowa Elite Teacher Program to be administered by the Department of Education. (Page 20, Line 4)
- Directs the Department to select two urban and two rural school districts to participate in pilot projects in FY 2008 and four urban and four rural districts in FY 2009. (Page 20, Line 18; Page 20, Line 22)
- Specifies that funds distributed be equally divided between the participating districts. Specifies that each district shall distribute the funding equally to teachers that rank in the upper 10.00% of teachers employed by the district, as identified by the selection committee. (Page 20, Line 26)
- Requires each participating district to establish a five-member Elite Teacher Committee to establish criteria for ranking teachers for the purposes of awarding salary enhancements. (Page 20, Line 34)
- Requires teachers ranked in the upper 10.0% to be offered extended contracts, and those that accept to receive salary enhancements. The extended contracts must require the teachers to take measures to increase student achievement through summer school initiatives. Requires any student that receives a failing grade in the core curriculum areas to be encouraged to attend summer school. (Page 21, Line 11)
- Specifies that teachers holding an initial or regular practitioners license are eligible for salary enhancements. (Page 21, Line 22)
- Requires each participating district to submit a report to the Department upon conclusion of the pilot project. Requires the Department to submit a final report to the General Assembly within 30 days of completion of the Program. (Page 21, Line 25)
- Requires the Department of Education to use up to 40.00% of the funds allocated for the Iowa Elite Teacher Program for purposes of the Program. (Page 21, Line 30)
- Creates the Administrator Quality Program, including Beginning Administrator Mentoring and Induction Program, professional development, and evaluation against the Iowa standards for school administrators. The Beginning Administrator Mentoring and Induction Program was established in 2006 and is funded with a standing appropriation of \$250,000. (Page 26, Line 15 through Page 29, Line 6)
- Specifies that the Section of the Bill providing for the non-reversion of funds for the Pay for Performance Program takes effect upon enactment. (Page 29, Line 27)

**ADMINISTRATOR QUALITY
PROGRAM**

EFFECTIVE DATE

Senate File 277

Senate File 277 provides for the following changes to the Code of Iowa.

Page #	Line #	Bill Section	Action	Code Section	Description
1	1	1	Amends	Sec. 256.7(25)	Technical Change
1	7	2	Adds	Sec. 256.7(27)	Standards for School Administrators
1	13	3	Adds	Sec. 256.9(55)	School Administrator Standards and Criteria
1	23	4	Adds	Sec. 256.11(9A)	Licensed Guidance Counselors Required
1	34	4	Adds	Sec. 256.11(9B)	School Nurses Required
2	8	5	Amends	Sec. 256.11A	Waiver of Requirements for Teacher Librarians, Guidance Counselors, and School Nurses
3	3	6	Adds	Sec. 257.31(5)(m)	Modified Allowable Growth and Supplemental Aid for Teacher Librarian, Guidance Counselor, and School Nurse Requirements
3	10	7	Amends	Sec. 272.9A(1)	Administrator Licenses
3	20	7	Amends	Sec. 272.9A(2)	Administrator Licenses
3	24	7	Amends	Sec. 272.9A(3)	Administrator Licenses
3	35	8	Repeals	Sec. 284.1(4)	Team-Based Variable Pay
4	2	9	Amends	Sec. 284.2(9)	Area Education Agency Boards
4	8	10	Amends	Sec. 284.2(11)	Definition of Teacher
4	28	11	Amends	Sec. 284.3(2)(b)	Evaluation and Grievance Procedures
5	8	12	Amends	Sec. 284.4(1)	Area Education Agencies Eligible for Salary Funds
5	16	13	Amends	Sec. 284.4(1)(c)	Teacher Quality Committee
6	17	14	Amends	Sec. 284.4(1)(d & e)	Attendance Center Professional Development Plans
6	28	15	Repeals	Sec. 284.4(1)(g)	Team-Based Variable Pay
6	30	16	Amends	Sec. 284.6(1)	Technical Change
7	3	17	Amends	Sec. 284.6(1)(a)	Technical Change
7	8	18	Amends	Sec. 284.6(2)	Technical Change
7	14	18	Amends	Sec. 284.6(3)	Technical Change
7	28	18	Amends	Sec. 284.6(4)	Individual Teacher Professional Development Plans
8	8	18	Amends	Sec. 284.6(5)	Technical Change

Page #	Line #	Bill Section	Action	Code Section	Description
8	21	18	Amends	Sec. 284.6(6)	Technical Change
8	31	19	Adds	Sec. 284.6(7)	Attendance Center Professional Development Plans
9	7	19	Adds	Sec. 284.6(8)	Quality Professional Development Opportunities
9	22	19	Adds	Sec. 284.6(9)	Accounting for Professional Development Funds
10	6	19	Adds	Sec. 284.6(10)	Teacher Development Academies
10	14	20	Amends	Sec. 284.7(1)(a)(2)	Beginning Teacher Minimum Salary
10	19	21	Amends	Sec. 284.7(1)(b)(1)(d)	Technical Change
10	25	22	Amends	Sec. 284.7(1)(b)(2)	Career Teacher Minimum Salaries
10	32	23	Amends	Sec. 284.7(2)(b)(1)(c)	Technical Change
11	3	24	Repeals	Sec. 284.7(4)	Pay Increases for Career Teachers
11	5	25	Amends	Sec. 284.7(6)(a)	Salary Distribution Formula
11	30	25	Amends	Sec. 284.7(6)(b)	Salary Distribution Formula
12	9	26	Adds	Sec. 284.7(6)(d)	Salary Distribution Formula
12	23	27	Amends	Sec. 284.8(1 & 2)	Teacher Performance Evaluation
13	20	28	Adds	Sec. 284.8(4)	Opportunity for Intensive Assistance
13	26	29	Amends	Sec. 284.11(1)	Market Factor Incentives
14	7	29	Amends	Sec. 284.11(2)	Use of Market Factor Incentives
14	34	29	Amends	Sec. 284.11(3)	Use of Market Factor Incentives
15	15	29	Amends	Sec. 284.11(4)	Review of Effectiveness of Market Factor Incentives
15	26	30	Repeals	Sec. 284.12(1)(c)	Team-Based Variable Pay
15	28	31	Repeals	Sec. 284.12(3)	Comprehensive Evaluation of Student Achievement and Teacher Quality Program
15	30	32	Amends	Sec. 284.13(1)(a)	National Board Certification Awards
16	8	33	Amends	Sec. 284.13(1)(c)	FY 2007 - FY 2009 Allocation for Professional Development and Evaluator Training
16	22	33	Amends	Sec. 284.13(1)(d)	FY 2008 Allocation for Professional Development
17	20	34	Amends	Sec. 284.13(1)(e)	FY 2008 Allocation for Teacher Development Academies
17	30	35	Amends	Sec. 284.13(1)(f)	Technical Change

Page #	Line #	Bill Section	Action	Code Section	Description
18	1	36	Amends	Sec. 284.13(1)(f)(1, 2, & 3)	FY 2008 - FY 2010 Allocations for Market Factor Incentives
18	13	37	Amends	Sec. 284.13(1)(g)	Pay for Performance Program - Department of Education
18	20	38	Amends	Sec. 284.13(1)(g)(2)	FY 2008 Allocation for Pay for Performance Program
18	34	38	Amends	Sec. 284.13(1)(g)(3)	FY 2009 and FY 2010 Allocations for Pay for Performance Program
19	11	39	Amends	Sec. 284.13,(1)(h)	Use of Student Achievement and Teacher Quality Funds Remaining After Allocations
19	19	40	Amends	Sec. 284.13(a)(i)	Technical Change
19	30	41	Amends	Sec. 284.13(1)(j)	Non-Reversion of Pay for Performance Program Funds
20	4	42	Adds	Sec. 284.13(4)(a)	Iowa Elite Teacher Program Created
20	18	42	Adds	Sec. 284.13(4)(b)	Iowa Elite Teacher Program - FY 2008 Pilot Projects
20	22	42	Adds	Sec. 284.13(4)(c)	Iowa Elite Teacher Program - FY 2009 Pilot Projects
20	26	42	Adds	Sec. 284.13(4)(d)	Iowa Elite Teacher Program - Funding Distribution
20	34	42	Adds	Sec. 284.13(4)(e)	Elite Teacher Selection Committees
21	11	42	Adds	Sec. 284.13(4)(f)	Iowa Elite Teacher Program - Extended Contracts and Summer School
21	22	42	Adds	Sec. 284.13(4)(g)	Iowa Elite Teacher Program - Eligibility for Salary Enhancements
21	25	42	Adds	Sec. 284.13(4)(h)	Iowa Elite Teacher Program - Reporting Requirements
21	30	42	Adds	Sec. 284.13(4)(i)	Iowa Elite Teacher Program - Department of Education Administrative Funds
22	1	43	Adds	Sec. 284.14(0A)	Intent of Pay for Performance Program
22	12	44	Amends	Sec. 284.14(1)	Technical Change
22	22	44	Amends	Sec. 284.14(2)	Repeal of Individual Pay-for-Performance Incentives
22	33	44	Amends	Sec. 284.14(2)(a)	Purpose of Pay for Performance Planning Projects

Page #	Line #	Bill Section	Action	Code Section	Description
23	18	44	Amends	Sec. 284.14(2)(b)	FY 2008 Pay for Performance Planning Projects
23	26	44	Amends	Sec. 284.14(2)(c)	FY 2009 Pay for Performance Planning and Implementation Projects
23	30	44	Amends	Sec. 284.14(3)	Pay for Performance Commission Interim Report
24	8	45	Repeals	Sec. 284.14(4)	Statewide Implementation of Pay for Performance in FY 2010
24	10	46	Adds	Sec. 284A.1(2A, 3A, & 3B)	Administrator Quality Program Definitions
24	26	47	Amends	Sec. 284A.2(3)	Beginning Administrator Mentoring and Induction Programs
25	14	48	Adds	Sec. 284A.2(3A)	Criteria and Process for Administrator Evaluation - Notification
25	23	49	Amends	Sec. 284A.2(4)	Beginning Administrator Licensing
26	15	50	Adds	Sec. 284A.1	Establishment of Administrator Quality Program
26	27	51	Adds	Sec. 284A.3	Standards for Administrator Evaluation
27	2	52	Adds	Sec. 284A.4	District Participation in Administrator Quality Program
27	16	53	Adds	Sec. 284A.6	Administrator Career Development
28	25	54	Adds	Sec. 284A.7	Evaluation Requirements for Administrators
29	7	55	Amends	Sec. 1, Chapter 1182, 2006 Iowa Acts	FY 2008 and FY 2009 Appropriations for Student Achievement and Teacher Quality Program
29	17	56	Amends	Sec. 284A.1	Technical Change
29	19	57	Amends	Sec. 284A.2	Technical Change
29	21	58	Amends	Sec. 284A.3	Technical Change

1 1 Section 1. Section 256.7, subsection 25, Code 2007, is
1 2 amended to read as follows:
1 3 25. Adopt rules establishing standards for school district
1 4 and area education agency ~~career~~ professional development
1 5 programs and for individual teacher ~~career~~ professional
1 6 development plans in accordance with section 284.6.

CODE: Technical change to reflect updated terminology.

1 7 Sec. 2. Section 256.7, Code 2007, is amended by adding the
1 8 following new subsection:
1 9 NEW SUBSECTION. 27. Adopt by rule the Iowa standards for
1 10 school administrators, including the knowledge and skill
1 11 criteria developed by the director in accordance with section
1 12 256.9, subsection 55.

CODE: Requires the State Board of Education to adopt standards for school administrators.

1 13 Sec. 3. Section 256.9, Code 2007, is amended by adding the
1 14 following new subsection:
1 15 NEW SUBSECTION. 55. Develop Iowa standards for school
1 16 administrators, including knowledge and skill criteria, and
1 17 develop, based on the Iowa standards for administrators,
1 18 mentoring and induction, evaluation processes, and career
1 19 development plans pursuant to chapter 284A. The criteria
1 20 shall further define the characteristics of quality
1 21 administrators as established by the Iowa standards for school
1 22 administrators.

CODE: Requires the Department of Education to develop standards and criteria for administrators and, based on those standards and criteria, develop plans for mentoring and induction, evaluation, and career development.

1 23 Sec. 4. Section 256.11, Code 2007, is amended by adding
1 24 the following new subsections:
1 25 NEW SUBSECTION. 9A. Beginning July 1, 2007, each school
1 26 district shall have a qualified guidance counselor who shall
1 27 be licensed by the board of educational examiners under
1 28 chapter 272. Each school district shall work toward the goal
1 29 of having one qualified guidance counselor for every three
1 30 hundred fifty students enrolled in the school district. The
1 31 state board shall establish in rule a definition of and
1 32 standards for an articulated sequential kindergarten through

CODE: Requires each school district to have a licensed guidance counselor beginning July 1, 2007. Requires each school district to work toward a goal of having one qualified guidance counselor for every 350 students. Requires the State Board of Education to establish a definition of and standards for an articulated sequential guidance and counseling program for kindergarten through grade 12.

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a guidance counselor. Section 6 authorizes the School Budget Review Committee to grant one-time

1 33 grade twelve guidance and counseling program.

supplemental aid or establish a one-time modified allowable growth for school districts to hire guidance counselors. It is likely the requirement for guidance counselors will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a counselor among several districts. In FY 2007, 41 school districts do not have a guidance counselor. The average annual salary for a full-time guidance counselor is \$48,644. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.00% of the annual salary. An average annual salary increase of 3.00% is assumed.

The cost of reaching the goal of one guidance counselor for every 350 students has not been estimated. In FY 2007, 154 districts had 350 students or fewer per guidance counselor, while 211 districts exceeded the desired ratio

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1,201,000 and \$2,463,000 by FY 2010.

1 34 NEW SUBSECTION. 9B. Beginning July 1, 2007, each school
1 35 district shall have a school nurse to provide health services
2 1 to its students. Each school district shall work toward the
2 2 goal of having one school nurse for every seven hundred fifty
2 3 students enrolled in the school district. For purposes of
2 4 this subsection, "school nurse" means a person who holds an
2 5 endorsement or a statement of professional recognition for
2 6 school nurses issued by the board of educational examiners
2 7 under chapter 272.

CODE: Requires school districts to have a school nurse to provide health services to students beginning July 1, 2007. Requires each school district to work toward a goal of having one school nurse for every 750 students. The school nurse must hold a Statement of Professional Recognition issued by the Board of Educational Examiners.

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a school nurse. Section 6 authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire school nurses. It is likely the requirement for school nurses will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a nurse among several districts.

In FY 2007, 84 school districts do not have a school nurse, and the average annual salary for a full-time school nurse is \$34,000. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.00% of the annual salary. An average annual salary increase of 3.00% is assumed.

The cost of reaching the goal of one school nurse for every 750 students has not been estimated. In FY 2005, 136 districts had 750 students or fewer per nurse, while 231 districts exceeded the desired ratio.

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1,763,000 and \$3,527,000 by FY 2010.

2 8 Sec. 5. Section 256.11A, Code 2007, is amended by striking
2 9 the section and inserting in lieu thereof the following:
2 10 256.11A TEACHER LIBRARIAN -- GUIDANCE COUNSELOR -- SCHOOL
2 11 NURSE -- WAIVERS.
2 12 1. The board of directors of a school district may file a
2 13 written request with the department of education that the
2 14 department waive the following requirements adopted by the
2 15 state board as follows:
2 16 a. By August 1, 2007, for the school year beginning July
2 17 1, 2007, apply for a one-year extension of a waiver granted
2 18 for the previous school year beginning July 1, 2006, that the
2 19 school district have a qualified teacher librarian.
2 20 b. By August 1, 2007, for the school year beginning July
2 21 1, 2007, that the school district have a qualified guidance
2 22 counselor. The board of directors of the school district may,
2 23 not later than August 1, 2008, for the school year beginning
2 24 July 1, 2008, apply for a one-year extension of the waiver.
2 25 c. By August 1, 2007, for the school year beginning July
2 26 1, 2007, that the school district have a school nurse. The
2 27 board of directors of the school district may, not later than
2 28 August 1, 2008, for the school year beginning July 1, 2008,

CODE: Permits school districts to request that the Department of Education waive the requirements for a licensed guidance counselor or school nurse for up to two years. Permits school districts that obtained an FY 2007 waiver of the requirement for a teacher librarian to request a one-year extension from the Department of Education. Specifies that a request for a waiver must include a description of actions being taken by the district to meet the requirement. Specifies that a district cannot request a waiver of a requirement that the district fulfilled the previous school year.

2 29 apply for a one-year extension of the waiver.
2 30 2. A request for a waiver filed by the board of directors
2 31 of a school district pursuant to subsection 1 shall describe
2 32 actions being taken by the district to meet the requirement
2 33 for which the district has requested a waiver. A school
2 34 district cannot request a waiver of a requirement under
2 35 subsection 1 if it met the requirements of section 256.11,
3 1 subsection 9, 9A, or 9B, as applicable, in the previous school
3 2 year.

3 3 Sec. 6. Section 257.31, subsection 5, Code 2007, is
3 4 amended by adding the following new paragraph:
3 5 NEW PARAGRAPH. m. The addition of one or more teacher
3 6 librarians pursuant to section 256.11, subsection 9, one or
3 7 more guidance counselors pursuant to section 256.11,
3 8 subsection 9A, or one or more school nurses pursuant to
3 9 section 256.11, subsection 9B.

CODE: Authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire teacher librarians, guidance counselors, or school nurses.

3 10 Sec. 7. Section 272.9A, Code 2007, is amended by striking
3 11 the section and inserting in lieu thereof the following:
3 12 272.9A ADMINISTRATOR LICENSES.
3 13 1. Beginning July 1, 2007, requirements for administrator
3 14 licensure beyond an initial license shall include completion
3 15 of a beginning administrator mentoring and induction program
3 16 provided by the department pursuant to section 284A.2,
3 17 subsection 2, as amended in this Act, and demonstration of
3 18 competence on the administrator standards adopted pursuant to
3 19 section 284A.3.

CODE: Requires completion of a Beginning Administrator Mentoring and Induction Program and demonstration of competence on administrator standards to obtain a license beyond the one-year initial license.

3 20 2. The board shall adopt rules for administrator licensure
3 21 renewal that include credit for individual administrator
3 22 career development plans developed in accordance with section
3 23 284A.6.

CODE: Requires the Board of Educational Examiners to include credit for career development plans in renewal of administrator licenses.

3 24 3. An administrator formerly employed by an accredited

CODE: Specifies that an administrator formerly employed by an

3 25 nonpublic school or formerly employed as an administrator in
 3 26 another state or country is exempt from the mentoring and
 3 27 induction requirement under subsection 1 if the administrator
 3 28 can document two years of successful administrator experience
 3 29 and meet or exceed the requirements contained in rules adopted
 3 30 pursuant to this chapter for endorsement and licensure.
 3 31 However, if an administrator cannot document two years of
 3 32 successful administrator experience when hired by a school
 3 33 district, the administrator shall meet the requirements of
 3 34 subsection 1.

accredited nonpublic school or formerly employed as an administrator in another state or country is exempt from the mentoring and induction requirement. The administrator must document two years of successful administrator experience and meet or exceed the requirements for licensure.

3 35 Sec. 8. Section 284.1, subsection 4, Code 2007, is amended
 4 1 by striking the subsection.

CODE: Strikes obsolete reference to Team-Based Variable Pay.

4 2 Sec. 9. Section 284.2, subsection 9, Code 2007, is amended
 4 3 to read as follows:
 4 4 9. "School board" means the board of directors of a school
 4 5 district, ~~or a collaboration of boards of directors of school~~
 4 6 ~~districts, or the board of directors of an area education~~
 4 7 ~~agency, as the context requires.~~

CODE: Adds the boards of Area Education Agencies (AEAs) to the definition of "school board" for purposes of the Student Achievement and Teacher Quality Program.

4 8 Sec. 10. Section 284.2, subsection 11, Code 2007, is
 4 9 amended to read as follows:
 4 10 11. "Teacher" means an individual ~~holding who holds a~~
 4 11 ~~practitioner's license issued under chapter 272, or a~~
 4 12 ~~statement of professional recognition issued under chapter~~
 4 13 ~~272, excluding school nurses, who is employed in a~~
 4 14 ~~nonadministrative position as a teacher, teacher librarian,~~
 4 15 ~~preschool teacher, or counselor by a school district or area~~
 4 16 ~~education agency pursuant to a contract issued by a board of~~
 4 17 ~~directors under section 279.13 or by the school for the deaf~~
 4 18 ~~or the Iowa braille and sight saving school. A teacher may be~~
 4 19 ~~employed in both an administrative and a nonadministrative~~
 4 20 ~~position by a board of directors and shall be considered a~~
 4 21 ~~part-time teacher for the portion of time that the teacher is~~

CODE: Adds all licensed non-administrative employees of Area Education Agencies, school districts, the Iowa Braille and Sight Saving School, and the Iowa School for the Deaf, excluding school nurses, to the definition of "teacher" for purposes of the Student Achievement and Teacher Quality Program.

DETAIL: The addition of all licensed non-administrative employees adds 1,808.00 FTE positions to the allocation of salary funds. This reduces the per-FTE allocation by \$173 based on current estimates.

4 22 employed in a nonadministrative position. "Teacher" includes
4 23 a licensed individual employed on a less than full-time basis
4 24 by a school district through a contract between the school
4 25 district and an institution of higher education with a
4 26 practitioner preparation program in which the licensed teacher
4 27 is enrolled.

4 28 Sec. 11. Section 284.3, subsection 2, paragraph b, Code
4 29 2007, is amended to read as follows:
4 30 b. ~~By July 1, 2005, for~~ For purposes of performance
4 31 reviews for teachers other than beginning teachers,
4 32 evaluations that contain, at a minimum, the Iowa teaching
4 33 standards specified in subsection 1, as well as the criteria
4 34 for the Iowa teaching standards developed by the department in
4 35 accordance with section 256.9, subsection 50. A local school
5 1 board and its certified bargaining representative may
5 2 negotiate, pursuant to chapter 20, additional teaching
5 3 standards and criteria. A local school board and its
5 4 certified bargaining representative ~~may~~ shall negotiate,
5 5 pursuant to chapter 20, evaluation and grievance procedures
5 6 for teachers other than beginning teachers that are not in
5 7 conflict with this chapter.

CODE: Specifies that evaluation and grievance procedures for teachers, other than beginning teachers, negotiated by the local school board and certified bargaining representative must not conflict with Chapter 284, Code of Iowa, the Student Achievement and Teacher Quality Program.

5 8 Sec. 12. Section 284.4, subsection 1, unnumbered paragraph
5 9 1, Code 2007, is amended to read as follows:
5 10 A school district or area education agency is eligible to
5 11 receive moneys appropriated for purposes specified in this
5 12 chapter if the school board applies to the department to
5 13 participate in the student achievement and teacher quality
5 14 program and submits a written statement declaring the school
5 15 district's or agency's willingness to do all of the following:

CODE: Specifies that Area Education Agencies (AEAs) are eligible to receive funds appropriated for the Student Achievement and Teacher Quality Program.

5 16 Sec. 13. Section 284.4, subsection 1, paragraph c, Code
5 17 2007, is amended by striking the paragraph and inserting in
5 18 lieu thereof the following:
5 19 c. Create a teacher quality committee. The committee

CODE: Requires school districts and AEAs to create Teacher Quality Committees. Each Committee must have equal representation between administrators appointed by the school board and teachers appointed by the certified employee organization or, in districts where

5 20 shall have equal representation of administrators and
 5 21 teachers. The teacher members shall be appointed by the
 5 22 certified employee organization if one exists, and if not, by
 5 23 the school district's or agency's administration. The
 5 24 administrator members shall be appointed by the school board.
 5 25 The committee shall do all of the following:

5 26 (1) Monitor the implementation of the requirements of
 5 27 statutes and administrative code provisions relating to this
 5 28 chapter, including requirements that affect any agreement
 5 29 negotiated pursuant to chapter 20.

5 30 (2) Monitor the evaluation requirements of this chapter to
 5 31 ensure evaluations are conducted in a fair and consistent
 5 32 manner throughout the school district or agency. In addition
 5 33 to any negotiated evaluation procedures, develop model
 5 34 evidence for the Iowa teaching standards and criteria. The
 5 35 model evidence will minimize paperwork and focus on teacher
 6 1 improvement. The model evidence will determine which
 6 2 standards and criteria can be met with observation and which
 6 3 evidence meets multiple standards and criteria.

6 4 (3) Determine, upon consideration of the Iowa professional
 6 5 development model, the use and distribution of professional
 6 6 development funds distributed to the school district or agency
 6 7 as provided in section 284.13, subsection 1, paragraph "d",
 6 8 based upon school district or agency, attendance center, and
 6 9 individual teacher and professional development plans.

6 10 (4) Monitor the professional development in each
 6 11 attendance center to ensure that the professional development
 6 12 meets school district or agency, attendance center, and
 6 13 individual professional development plans.

6 14 (5) Ensure the agreement negotiated pursuant to chapter 20
 6 15 determines the compensation for teachers on the committee for
 6 16 work responsibilities required beyond the normal work day.

6 17 Sec. 14. Section 284.4, subsection 1, paragraphs d and e,
 6 18 Code 2007, are amended to read as follows:
 6 19 d. Adopt school district, attendance center, and teacher
 6 20 ~~career~~ professional development plans in accordance with this

there is no such organization, by the school board.

The Committees are required to:

- Monitor the implementation of the Student Achievement and Teacher Quality Program within the district or AEA.
- Monitor evaluation requirements and develop model evidence for the teaching standards to minimize paper work and focus on teacher improvement.
- Determine the use and distribution of professional development funds.
- Monitor professional development in each attendance center to ensure it meets the requirements of professional development plans.
- Ensure that the district's or AEA's collective bargaining agreement determines compensation for teachers serving on the Committee for work required beyond the normal work day.

CODE: Requires school districts to adopt professional development plans for each attendance center.

6 21 chapter.
6 22 e. Adopt a teacher evaluation plan that, at minimum,
6 23 requires a performance review of teachers in the district at
6 24 least once every three years based upon the Iowa teaching
6 25 standards and individual ~~career~~ professional development
6 26 plans, and requires administrators to complete evaluator
6 27 training in accordance with section 284.10.

6 28 Sec. 15. Section 284.4, subsection 1, paragraph g, Code
6 29 2007, is amended by striking the paragraph.

CODE: Strikes obsolete reference to Team-Based Variable Pay.

6 30 Sec. 16. Section 284.6, subsection 1, unnumbered paragraph
6 31 1, Code 2007, is amended to read as follows:
6 32 The department shall coordinate a statewide network of
6 33 ~~career~~ professional development for Iowa teachers. A school
6 34 district or ~~career~~ professional development provider that
6 35 offers a ~~career~~ professional development program in accordance
7 1 with section 256.9, subsection 50, shall demonstrate that the
7 2 program contains the following:

CODE: Technical change to reflect updated terminology.

7 3 Sec. 17. Section 284.6, subsection 1, paragraph a, Code
7 4 2007, is amended to read as follows:
7 5 a. Support that meets the ~~career~~ professional development
7 6 needs of individual teachers and is aligned with the Iowa
7 7 teaching standards.

CODE: Technical change to reflect updated terminology.

7 8 Sec. 18. Section 284.6, subsections 2 through 6, Code
7 9 2007, are amended to read as follows:
7 10 2. The department shall identify models of ~~career~~
7 11 professional development practices that produce evidence of
7 12 the link between teacher training and improved student
7 13 learning.

CODE: Technical change to reflect updated terminology.

7 14 3. A school district shall incorporate a district ~~career~~

CODE: Technical change to reflect updated terminology.

7 15 professional development plan into the district's
7 16 comprehensive school improvement plan submitted to the
7 17 department in accordance with section 256.7, subsection 21.
7 18 The district ~~career~~ professional development plan shall
7 19 include a description of the means by which the school
7 20 district will provide access to all teachers in the district
7 21 to ~~career~~ professional development programs or offerings that
7 22 meet the requirements of subsection 1. The plan shall align
7 23 all ~~career~~ professional development with the school district's
7 24 long-range student learning goals and the Iowa teaching
7 25 standards. The plan shall indicate the school district's
7 26 approved ~~career~~ professional development provider or
7 27 providers.

7 28 4. In cooperation with the teacher's evaluator, the career
7 29 teacher employed by a school district shall develop an
7 30 individual teacher ~~career~~ professional development plan. The
7 31 evaluator shall consult with the teacher's supervisor on the
7 32 development of the individual teacher ~~career~~ professional
7 33 development plan. The purpose of the plan is to promote
7 34 individual and group ~~career~~ professional development. The
7 35 individual plan shall be based, at minimum, on the needs of
8 1 the teacher, the Iowa teaching standards, and the student
8 2 achievement goals of the attendance center and the school
8 3 district as outlined in the comprehensive school improvement
8 4 plan. The individual plan shall include goals for the
8 5 individual which are beyond those required under the
8 6 attendance center professional development plan developed
8 7 pursuant to subsection 7.

CODE: Specifies that an individual teacher's professional development plan must include individual goals beyond those required under the attendance center's professional development plan.

8 8 5. The teacher's evaluator shall annually meet with the
8 9 teacher to review progress in meeting the goals in the
8 10 teacher's individual plan. The teacher shall present to the
8 11 evaluator evidence of progress. The purpose of the meeting
8 12 shall be to review the teacher's progress in meeting ~~career~~
8 13 professional development goals in the plan and to review

CODE: Technical change to reflect updated terminology.

8 14 collaborative work with other staff on student achievement
8 15 goals and to modify as necessary the teacher's individual plan
8 16 to reflect the individual teacher's and the school district's
8 17 needs and the individual's progress in meeting the goals in
8 18 the plan. The teacher's supervisor and the evaluator shall
8 19 review, modify, or accept modifications made to the teacher's
8 20 individual plan.

8 21 6. School districts, a consortium of school districts,
8 22 area education agencies, higher education institutions, and
8 23 other public or private entities including professional
8 24 associations may be approved by the state board to provide
8 25 teacher ~~career~~ professional development. The ~~career~~
8 26 professional development program or offering shall, at
8 27 minimum, meet the requirements of subsection 1. The state
8 28 board shall adopt rules for the approval of ~~career~~
8 29 professional development providers and standards for the
8 30 district ~~career~~ development plan.

CODE: Technical change to reflect updated terminology.

8 31 Sec. 19. Section 284.6, Code 2007, is amended by adding
8 32 the following new subsections:
8 33 NEW SUBSECTION. 7. Each attendance center shall develop
8 34 an attendance center professional development plan. The
8 35 purpose of the plan is to promote group professional
9 1 development. The attendance center plan shall be based, at a
9 2 minimum, on the needs of the teachers, the Iowa teaching
9 3 standards, district professional development plans, and the
9 4 student achievement goals of the attendance center and the
9 5 school district as set forth in the comprehensive school
9 6 improvement plan.

CODE: Requires each attendance center to develop a professional development plan to promote group professional development.

9 7 NEW SUBSECTION. 8. For each year in which a school
9 8 district receives funds allocated for distribution to school
9 9 districts for professional development pursuant to section
9 10 284.13, subsection 1, paragraph "d", the school district shall

CODE: Requires school districts to create quality professional development opportunities. Specifies the appropriate uses for the funds and requires that the use be balanced between district, attendance center, and individual professional development plans.

9 11 create quality professional development opportunities. The
9 12 use of the funds is limited to providing professional
9 13 development to teachers, including additional salaries for
9 14 time beyond the normal negotiated agreement, pay for
9 15 substitute teachers, professional development materials,
9 16 speakers, professional development content, and costs
9 17 associated with implementing the individual professional
9 18 development plans. The use of the funds shall be balanced
9 19 between school district, attendance center, and individual
9 20 professional development plans, making every reasonable effort
9 21 to provide equal access to all teachers.

9 22 NEW SUBSECTION. 9. The distribution of funds allocated
9 23 for professional development pursuant to section 284.13,
9 24 subsection 1, paragraph "d", shall be made in one payment on
9 25 or about October 15 of the fiscal year for which the
9 26 appropriation is made, taking into consideration the relative
9 27 budget and cash position of the state resources. Moneys
9 28 received pursuant to section 284.13, subsection 1, paragraph
9 29 "d", shall not be commingled with state aid payments made
9 30 under section 257.16 to a school district, shall be accounted
9 31 for by the local school district separately from state aid
9 32 payments, and are miscellaneous income for purposes of chapter
9 33 257. A school district shall maintain a separate listing
9 34 within its budget for funds received and expenditures made
9 35 pursuant to this subsection. A school district shall certify
10 1 to the department of education how the school district
10 2 allocated the funds and that moneys received under this
10 3 subsection were used to supplement, not supplant, the
10 4 professional development opportunities the school district
10 5 would otherwise make available.

CODE: Specifies that professional development funds appropriated for the Student Achievement and Teacher Quality Program will be distributed to school districts in one payment on or about October 15 of each fiscal year. Specifies that the funds must be accounted for separately from State aid payments and must be treated as miscellaneous income. Specifies that the district must report to the Department of Education how the funds are allocated and certify that the funds were used to supplement, not supplant, the professional development opportunities the district would otherwise provide.

10 6 NEW SUBSECTION. 10. If funds are allocated for purposes
10 7 of professional development pursuant to section 284.13,
10 8 subsection 1, paragraph "e", the department shall, in
10 9 collaboration with the area education agencies, establish

CODE: Requires the Department of Education, in collaboration with Area Education Agencies, to establish teacher development academies for teams of teachers and instructional leaders that include an institute and follow-up training and coaching. The requirement is contingent upon an appropriation.

10 10 teacher development academies for school-based teams of
10 11 teachers and instructional leaders. Each academy shall
10 12 include an institute and shall provide follow-up training and
10 13 coaching.

DETAIL: Section 34 of the Bill allocates \$1,845,000 from the Student Achievement and Teacher Quality Program appropriation for this purpose.

10 14 Sec. 20. Section 284.7, subsection 1, paragraph a,
10 15 subparagraph (2), Code 2007, is amended to read as follows:
10 16 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
10 17 beginning teacher shall be ~~twenty-five~~ twenty-six thousand
10 18 five hundred dollars.

CODE: Specifies that, effective July 1, 2007, the minimum salary for a beginning teacher is \$26,500.

DETAIL: This is an increase of \$1,000 compared to the FY 2007 minimum salary.

FISCAL IMPACT: The estimated statewide cost of the minimum salary increase for beginning teachers is \$1,546,000 in FY 2008.

10 19 Sec. 21. Section 284.7, subsection 1, paragraph b,
10 20 subparagraph (1), subparagraph subdivision (d), Code 2007, is
10 21 amended to read as follows:
10 22 (d) Participates in teacher ~~career~~ professional
10 23 development as set forth in this chapter and demonstrates
10 24 continuous improvement in teaching.

CODE: Technical change to reflect updated terminology.

10 25 Sec. 22. Section 284.7, subsection 1, paragraph b,
10 26 subparagraph (2), Code 2007, is amended to read as follows:
10 27 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
10 28 first-year career teacher shall be ~~twenty-six~~ twenty-seven
10 29 thousand five hundred dollars and the minimum salary for all
10 30 other career teachers shall be ~~twenty-seven~~ twenty-eight
10 31 thousand five hundred dollars.

CODE: Specifies that, effective July 1, 2007, the minimum salary for a first-year career teacher is \$27,500 and the minimum salary for all other career teachers is \$28,500.

DETAIL: This is an increase of \$1,000 compared to the FY 2007 minimum salaries.

FISCAL IMPACT: The estimated statewide cost of the minimum salary increases for career teachers is \$898,000 in FY 2008.

10 32 Sec. 23. Section 284.7, subsection 2, paragraph b,
10 33 subparagraph (1), subparagraph subdivision (c), Code 2007, is
10 34 amended to read as follows:
10 35 (c) Participates in teacher ~~career~~ professional
11 1 development as outlined in this chapter and demonstrates

CODE: Technical change to reflect updated terminology.

11 2 continuous improvement in teaching.

11 3 Sec. 24. Section 284.7, subsection 4, Code 2007, is
11 4 amended by striking the subsection.

CODE: Strikes a provision to withhold pay increases, other than cost-of-living, for a fifth-year career teacher whose practice no longer meets standards.

11 5 Sec. 25. Section 284.7, subsection 6, paragraphs a and b,
11 6 Code 2007, are amended to read as follows:
11 7 a. If the licensed employees of a school district or area
11 8 education agency receiving funds pursuant to section 284.13,
11 9 subsection 1, paragraph "h" or "i", for purposes of this
11 10 section, are organized under chapter 20 for collective
11 11 bargaining purposes, the board of directors and the certified
11 12 bargaining representative for the licensed employees shall
11 13 mutually agree upon a formula for distributing the funds among
11 14 the teachers employed by the school district or area education
11 15 agency. However, the school district must comply with the
11 16 salary minimums provided for in this section. The parties
11 17 shall follow the negotiation and bargaining procedures
11 18 specified in chapter 20 except that if the parties reach an
11 19 impasse, neither impasse procedures agreed to by the parties
11 20 nor sections 20.20 through 20.22 shall apply and the funds
11 21 shall be paid as provided in paragraph "b". Negotiations
11 22 under this section are subject to the scope of negotiations
11 23 specified in section 20.9. If a board of directors and the
11 24 certified bargaining representative for licensed employees
11 25 have not reached mutual agreement for the distribution of
11 26 funds received pursuant to section 284.13, subsection 1,
11 27 paragraph "h" or "i", by ~~July~~ September 15 of the fiscal year
11 28 for which the funds are distributed, paragraph "b" of this
11 29 subsection shall apply.

CODE: Extends the annual deadline from July 15 to September 15 for a school board and certified bargaining representative to reach mutual agreement on a formula for distribution of salary funds under the Student Achievement and Teacher Quality Program.

11 30 b. If, once the minimum salary requirements of this
11 31 section have been met by the school district or area education
11 32 agency, and the school district or area education agency
11 33 receiving funds pursuant to section 284.13, subsection 1,

CODE: Adds beginning teachers to the formula specified for distribution of salary funds in the event the district and certified bargaining representative do not reach mutual agreement.

11 34 paragraph "h" or "i", for purposes of this section, and the
11 35 certified bargaining representative for the licensed employees
12 1 have not reached an agreement for distribution of the funds
12 2 remaining, in accordance with paragraph "a", the board of
12 3 directors shall divide the funds remaining among full-time
12 4 teachers employed by the district or area education agency
12 5 whose regular compensation is equal to or greater than the
12 6 minimum ~~career teacher~~ salary specified in this section. The
12 7 payment amount for teachers employed on less than a full-time
12 8 basis shall be prorated.

12 9 Sec. 26. Section 284.7, subsection 6, Code 2007, is
12 10 amended by adding the following new paragraph:
12 11 NEW PARAGRAPH. d. For the school year beginning July 1,
12 12 2008, and each succeeding school year, if the licensed
12 13 employees of a school district or area education agency
12 14 receiving funds pursuant to section 284.13, subsection 1,
12 15 paragraph "h" or "i", for purposes of this section, are
12 16 organized under chapter 20 for collective bargaining purposes,
12 17 the school board and the certified bargaining representative
12 18 for the licensed employees shall negotiate a formula for
12 19 distributing the funds among the teachers employed by the
12 20 school district or area education agency according to chapter
12 21 20. Paragraphs "a" and "b" shall apply to any increases in
12 22 the funds provided above the base year.

CODE: Specifies that the formula for distribution of salary funding from the Student Achievement and Teacher Quality Program, beginning in FY 2009 and in subsequent years, must be negotiated by the school board and the certified bargaining representative. Specifies that any increases in the funds provided above the base year will be distributed by a mutually agreed upon formula.

12 23 Sec. 27. Section 284.8, subsections 1 and 2, Code 2007,
12 24 are amended to read as follows:
12 25 1. A school district shall review a teacher's performance
12 26 at least once every three years for purposes of assisting
12 27 teachers in making continuous improvement, documenting
12 28 continued competence in the Iowa teaching standards,
12 29 identifying teachers in need of improvement, or to determine
12 30 whether the teacher's practice meets school district
12 31 expectations for career advancement in accordance with section
12 32 284.7. The review shall include, at minimum, classroom

CODE: Specifies that a teacher's performance in implementing the individual professional development plan shall be evaluated subject to the level of funding provided to implement the plan. Strikes the use of video portfolios as evidence of teaching practices. Requires all school districts to be prepared to offer an intensive assistance program.

12 33 observation of the teacher, the teacher's progress, and
 12 34 implementation of the teacher's individual ~~career~~ professional
 12 35 development plan, subject to the level of funding provided to
 13 1 implement the plan; and shall include supporting documentation
 13 2 from other evaluators, teachers, parents, and students; ~~and~~
 13 3 ~~may include video portfolios as evidence of teaching~~
 13 4 ~~practices.~~

13 5 2. If a supervisor or an evaluator determines, at any
 13 6 time, as a result of a teacher's performance that the teacher
 13 7 is not meeting district expectations under the Iowa teaching
 13 8 standards specified in section 284.3, subsection 1, paragraphs
 13 9 "a" through "g" "h", the criteria for the Iowa teaching
 13 10 standards developed by the department in accordance with
 13 11 section 256.9, subsection 50, and any other standards or
 13 12 criteria established in the collective bargaining agreement,
 13 13 the evaluator shall, at the direction of the teacher's
 13 14 supervisor, recommend to the district that the teacher
 13 15 participate in an intensive assistance program. The intensive
 13 16 assistance program and its implementation are ~~not~~ subject to
 13 17 negotiation ~~or~~ and grievance procedures established pursuant
 13 18 to chapter 20. ~~By July 1, 2005, all~~ All school districts ~~must~~
 13 19 shall be prepared to offer an intensive assistance program.

13 20 Sec. 28. Section 284.8, Code 2007, is amended by adding
 13 21 the following new subsection:
 13 22 NEW SUBSECTION. 4. Until given an opportunity to
 13 23 participate in an intensive assistance program, a teacher
 13 24 shall not suffer any adverse employment consequences for not
 13 25 meeting the standards and criteria specified in subsection 3.

CODE: Specifies that a teacher who is not meeting the standards and criteria must be given an opportunity to participate in an intensive assistance program before adverse consequences may be applied.

13 26 Sec. 29. Section 284.11, Code 2007, is amended to read as
 13 27 follows:
 13 28 284.11 MARKET FACTOR TEACHER ~~SALARIES~~ INCENTIVES.
 13 29 1. The general assembly finds that Iowa school districts
 13 30 need to be more competitive in recruiting and retaining
 13 31 talented professionals into the teaching profession. To

CODE: Changes references from "salaries" to "incentives" in order to expand the concept of market factor pay to include other types of compensation.

13 32 ensure that school districts in all areas of the state have
 13 33 the ability to attract highly qualified teachers, it is the
 13 34 intent of the general assembly to encourage school districts
 13 35 to ~~establish teacher compensation opportunities that recognize~~
 14 1 ~~the need for geographic or other locally determined wage~~
 14 2 ~~differentials and~~ provide incentives for traditionally
 14 3 hard-to-staff schools and subject-area shortages. This
 14 4 section provides for state assistance to allow school
 14 5 districts to add a market factor ~~to teacher salaries~~ incentive
 14 6 paid by the school districts.

14 7 2. A school district shall be paid annually, from moneys
 14 8 allocated for market factor ~~salaries incentives~~ pursuant to
 14 9 section 284.13, subsection 1, paragraph "f", an amount of
 14 10 state assistance to create market factor incentives for
 14 11 classroom teachers in the school district. Market factor
 14 12 incentives may include but are not limited to ~~improving~~
 14 13 ~~salaries due to geographic differences, educational~~
 14 14 opportunities and support, moving expenses, and housing
 14 15 expenses for the recruitment and retention needs of the school
 14 16 district in such areas as hard-to-staff schools, and
 14 17 subject-area shortages, or improving the racial or ethnic
 14 18 diversity on local teaching staffs funding to prepare a
 14 19 teacher to attain a license or endorsement in a shortage area,
 14 20 or funds to support educational support personnel in pursuing
 14 21 a license in a shortage area. The school district shall have
 14 22 ~~the sole discretion to award funds received by the school~~
 14 23 ~~district in accordance with section 284.13, subsection 1,~~
 14 24 ~~paragraph "f", to classroom teachers on an annual basis. The~~
 14 25 ~~funds shall supplement, but not supplant, wages and salaries~~
 14 26 ~~paid as a result of a collective bargaining agreement reached~~
 14 27 ~~pursuant to chapter 20 or as a result of funds appropriated~~
 14 28 ~~elsewhere in this chapter, in chapter 256D, or in chapter~~
 14 29 294A. The teacher quality committee established pursuant to
 14 30 section 284.4, subsection 1, paragraph "c", shall make
 14 31 recommendations to the school board and the certified
 14 32 bargaining representative regarding the expenditures of market

CODE: Specifies that market factor incentives may include salaries, educational assistance, moving expenses, and housing expenses. Strikes the improvement of salaries due to geographic differences and racial and ethnic diversity on local teaching staffs as purposes for market factor incentives. Adds support for current teachers to attain licensure or endorsement in shortage areas as a purpose for market factor incentives. Specifies that the Teacher Quality Committee must make recommendations to the school board and certified bargaining representative regarding the expenditure of market factor incentives.

14 33 factor incentives.

14 34 3. The allocations to each school district shall be made
14 35 in one payment on or about October 15 of the fiscal year for
15 1 which the appropriation is made, taking into consideration the
15 2 relative budget and cash position of the state resources.
15 3 Moneys received under this section shall not be commingled
15 4 with state aid payments made under section 257.16 to a school
15 5 district and shall be accounted for by the local school
15 6 district separately from state aid payments. Payments made to
15 7 school districts under this section are miscellaneous income
15 8 for purposes of chapter 257. A school district shall maintain
15 9 a separate listing within its budget for payments received and
15 10 expenditures made pursuant to this section. A school district
15 11 shall certify to the department of education how the school
15 12 district allocated the funds and ~~that how the~~ moneys received
15 13 under this section were used ~~to supplement, not supplant, the~~
15 14 ~~salary the school district would otherwise pay the teacher.~~

CODE: Strikes the restriction that market factor incentives be used to supplement, not supplant, the salary the school district would otherwise pay the teacher.

15 15 4. The department shall include market factor ~~salaries~~
15 16 ~~incentives~~ when reporting ~~teacher salaries~~ in the annual
15 17 condition of education report on the use of funds allocated
15 18 for purposes of this section. The department shall review the
15 19 use and effectiveness of the use of funds allocated for
15 20 purposes of this section and shall submit its findings and
15 21 recommendations in a report to the general assembly by January
15 22 15, 2008. It is the intent of the general assembly to
15 23 reevaluate the fiscal year allocations made pursuant to
15 24 section 284.13, subsection 1, paragraph "f", subparagraphs (2)
15 25 and (3), based upon this report.

CODE: Requires the Department of Education to review the use and effectiveness of market factor incentives and report findings and recommendations to the General Assembly by January 15, 2008. Specifies the intent of the General Assembly to reevaluate the allocations for market factor incentives in future years based upon this report.

15 26 Sec. 30. Section 284.12, subsection 1, paragraph c, Code
15 27 2007, is amended by striking the paragraph.

CODE: Strikes obsolete reference to Team-Based Variable Pay.

15 28 Sec. 31. Section 284.12, subsection 3, Code 2007, is

CODE: Strikes obsolete reference to required report.

15 29 amended by striking the subsection.

15 30 Sec. 32. Section 284.13, subsection 1, paragraph a, Code
15 31 2007, is amended to read as follows:
15 32 a. For each fiscal year of the fiscal period beginning
15 33 July 1, ~~2006~~ 2007, and ending June 30, 2009, to the department
15 34 of education, the amount of ~~two one~~ million ~~two four~~ hundred
15 35 ~~fifty eighty-seven~~ thousand ~~five hundred~~ dollars for the
16 1 issuance of national board certification awards in accordance
16 2 with section 256.44. Of the amount allocated under this
16 3 paragraph, ~~up to two hundred fifty thousand dollars may be~~
16 4 ~~used to support the implementation of a national board~~
16 5 ~~certification support program, and~~ not less than eighty-five
16 6 thousand dollars shall be used to administer the ambassador to
16 7 education position in accordance with section 256.45.

CODE: Allocates \$1,487,500 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 and FY 2009 to the Department of Education for the issuance of National Board Certification awards. Of the amount, \$85,000 is allocated to administer the Ambassador to Education (Teacher of the Year) position.

DETAIL: The amount allocated for National Board Certification awards is the amount needed to fulfill existing commitments to those that registered for certification prior to January 1, 2006. No additional awards are funded.

16 8 Sec. 33. Section 284.13, subsection 1, paragraphs c and d,
16 9 Code 2007, are amended to read as follows:
16 10 c. For each fiscal year of the fiscal period beginning
16 11 July 1, ~~2006~~ 2007, and ending June 30, 2009, up to six hundred
16 12 ninety-five thousand dollars to the department of education
16 13 for purposes of implementing the ~~career professional~~
16 14 development program requirements of section 284.6, ~~the review-~~
16 15 ~~panel requirements of section 284.9~~ assistance in developing
16 16 model evidence for teacher quality committees established
16 17 pursuant to section 284.4, subsection 1, paragraph "c", and
16 18 the evaluator training program in section 284.10. A portion
16 19 of the funds allocated to the department for purposes of this
16 20 paragraph may be used by the department for administrative
16 21 purposes.

CODE: Allocates up to \$695,000 from the Student Achievement and Teacher Quality appropriation for FY 2008 and FY 2009 to the Department of Education to implement professional development, assist Teacher Quality Committees, and implement the evaluator training program. Specifies that a portion of the funds allocated may be used for administrative purposes.

16 22 d. For the fiscal year beginning July 1, ~~2006~~ 2007, and
16 23 ending June 30, ~~2007~~ 2008, up to ~~ten~~ twenty million dollars to
16 24 the department of education for use by school districts to ~~add~~
16 25 ~~one additional teacher contract day to the school calendar for~~
16 26 professional development as provided in section 284.6. The

CODE: Allocates up to \$20,000,000 from the Student Achievement and Teacher Quality appropriation for FY 2008 to the Department of Education for use by school districts to provide professional development. Strikes the requirement that professional development funds be distributed to teachers based on individual teacher per diem

16 27 department shall distribute funds allocated for the purpose of
 16 28 this paragraph based on the average per diem contract salary
 16 29 for each district as reported to the department for the school
 16 30 year beginning July 1, ~~2005~~ 2006, multiplied by the total
 16 31 number of full-time equivalent teachers in the base year. The
 16 32 department shall adjust each district's average per diem
 16 33 salary by the allowable growth rate established under section
 16 34 257.8 for the fiscal year beginning July 1, ~~2006~~ 2007. The
 16 35 contract salary amount shall be the amount paid for their
 17 1 regular responsibilities but shall not include pay for
 17 2 extracurricular activities. ~~School districts shall distribute~~
 17 3 ~~funds to teachers based on individual teacher per diem~~
 17 4 ~~amounts.~~ These funds shall not supplant existing funding for
 17 5 professional development activities. Notwithstanding any
 17 6 provision to the contrary, moneys received by a school
 17 7 district under this paragraph shall not revert but shall
 17 8 remain available for the same purpose in the succeeding fiscal
 17 9 year. A school district shall submit a report to the
 17 10 department in a manner determined by the department describing
 17 11 its use of the funds received under this paragraph. The
 17 12 department shall submit a report on school district use of the
 17 13 moneys distributed pursuant to this paragraph to the
 17 14 ~~chairpersons and ranking members of the house and senate~~
 17 15 ~~standing committees on education, the joint appropriations~~
 17 16 ~~subcommittee on education, general assembly and the~~
 17 17 legislative services agency not later than January 15, ~~2007~~ of
 17 18 the fiscal year for which moneys are allocated for purposes of
 17 19 this paragraph.

amounts.

17 20 Sec. 34. Section 284.13, subsection 1, paragraph e, Code
 17 21 2007, is amended by striking the paragraph and inserting in
 17 22 lieu thereof the following:
 17 23 e. For the fiscal year beginning July 1, 2007, and ending
 17 24 June 30, 2008, an amount up to one million eight hundred
 17 25 forty-five thousand dollars to the department for the
 17 26 establishment of teacher development academies in accordance
 17 27 with section 284.6, subsection 10. A portion of the funds

CODE: Allocates up to \$1,845,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 to establish Teacher Development Academies. Specifies that a portion of the funds may be used by the Department of Education for administrative purposes.

17 28 allocated to the department for purposes of this paragraph may
17 29 be used for administrative purposes.

17 30 Sec. 35. Section 284.13, subsection 1, paragraph f,
17 31 unnumbered paragraph 1, Code 2007, is amended to read as
17 32 follows:
17 33 For purposes of market factor teacher ~~salaries~~ incentives
17 34 pursuant to section 284.11, the following amounts are
17 35 allocated to the department for the following fiscal years:

CODE: Technical change.

18 1 Sec. 36. Section 284.13, subsection 1, paragraph f,
18 2 subparagraphs (1), (2), and (3), Code 2007, are amended to
18 3 read as follows:
18 4 (1) For ~~the~~ each fiscal year of the fiscal period
18 5 beginning July 1, 2006, and ending June 30, ~~2007~~ 2008, the sum
18 6 of three million three hundred ninety thousand dollars.
18 7 (2) For the fiscal year beginning July 1, ~~2007~~ 2008, and
18 8 ending June 30, ~~2008~~ 2009, the sum of seven million five
18 9 hundred thousand dollars.
18 10 (3) For the fiscal year beginning July 1, ~~2008~~ 2009, and
18 11 ending June 30, ~~2009~~ 2010, the sum of ~~ten~~ six million six
18 12 hundred ten thousand dollars.

CODE: Allocates funding from the Student Achievement and Teacher Quality Program appropriation to the Department of Education for market factor incentives as follows:

- FY 2007 and FY 2008 - \$3,390,000
- FY 2009 - \$7,500,000
- FY 2010 - \$6,610,000

18 13 Sec. 37. Section 284.13, subsection 1, paragraph g,
18 14 unnumbered paragraph 1, Code 2007, is amended to read as
18 15 follows:
18 16 For purposes of the pay-for-performance program established
18 17 pursuant to section 284.14, the following amounts are
18 18 allocated to the department of ~~management~~ education for the
18 19 following fiscal years:

CODE: Specifies that funds allocated for the Pay-for-Performance Program are allocated to the Department of Education.

18 20 Sec. 38. Section 284.13, subsection 1, paragraph g,
18 21 subparagraphs (2) and (3), Code 2007, are amended to read as
18 22 follows:

CODE: Allocates \$1,000,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 to the Department of Education for the Pay for Performance Program. Requires up to \$10,000 of the allocation to be used for the Pay for Performance

18 23 (2) For the fiscal year beginning July 1, 2007, and ending
 18 24 June 30, 2008, the sum of ~~two one~~ million ~~five hundred~~
 18 25 ~~thousand~~ dollars. From the amount allocated under this
 18 26 subparagraph, an amount up to ten thousand dollars shall be
 18 27 used for purposes of the pay-for-performance commission's
 18 28 expenses, an amount up to one hundred thousand dollars shall
 18 29 be distributed to the department of education for oversight
 18 30 and administration of the planning projects as provided in
 18 31 section 284.14, and an amount up to two hundred thousand
 18 32 dollars shall be used for the employment of an external
 18 33 evaluator.

Commission's expenses. Requires up to \$100,000 to be distributed to the Department of Education for oversight and administration of planning projects. Requires up to \$200,000 to be used for the employment of an external evaluator.

18 34 (3) For ~~the~~ each fiscal year of the fiscal period
 18 35 beginning July 1, 2008, and ending June 30, ~~2009~~ 2010, the sum
 19 1 of ~~five two~~ million ~~five hundred thousand~~ dollars. From the
 19 2 amount allocated for each fiscal year under this subparagraph,
 19 3 an amount up to ten thousand dollars shall be used for
 19 4 purposes of the pay-for-performance commission's expenses, an
 19 5 amount up to one hundred thousand dollars shall be distributed
 19 6 to the department of education for oversight and
 19 7 administration of the planning and implementation projects as
 19 8 provided in section 284.14, and an amount up to two hundred
 19 9 thousand dollars shall be used for the employment of an
 19 10 external evaluator.

CODE: Allocates \$2,500,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2009 and FY 2010 to the Department of Management for the Pay for Performance Program. Requires up to \$10,000 to be used for the Pay for Performance Commission's expenses. Requires up to \$100,000 to be distributed to the Department of Education for oversight and administration of planning and implementation projects. Requires up to \$200,000 to be used for the employment of an external evaluator.

19 11 Sec. 39. Section 284.13, subsection 1, paragraph h,
 19 12 unnumbered paragraph 1, Code 2007, is amended to read as
 19 13 follows:

19 14 For each fiscal year in which funds are appropriated for
 19 15 purposes of this chapter, the moneys remaining after
 19 16 distribution as provided in paragraphs "a" through "g" shall
 19 17 be allocated to school districts for salaries ~~and career-~~
 19 18 ~~development~~ in accordance with the following formula:

CODE: Strikes the use of Student Achievement and Teacher Quality Program funds remaining after other allocations have been fulfilled for the purpose of career development. The funds may only be used for salaries.

19 19 Sec. 40. Section 284.13, subsection 1, paragraph i, Code
 19 20 2007, is amended to read as follows:

CODE: Technical change.

19 21 i. From moneys available under paragraph "h", the
19 22 department shall allocate to area education agencies an amount
19 23 per ~~classroom~~ teacher employed by an area education agency
19 24 that is approximately equivalent to the average per teacher
19 25 amount allocated to the districts. The average per teacher
19 26 amount shall be calculated by dividing the total number of
19 27 ~~classroom~~ teachers employed by school districts and the
19 28 ~~classroom~~ teachers employed by area education agencies into
19 29 the total amount of moneys available under paragraph "h".

19 30 Sec. 41. Section 284.13, subsection 1, paragraph j, Code
19 31 2007, is amended to read as follows:

19 32 j. Notwithstanding section 8.33, any moneys remaining
19 33 unencumbered or unobligated from the moneys allocated for
19 34 purposes of paragraph "a", "b", ~~or~~ "c", or "g" shall not
19 35 revert but shall remain available in the succeeding fiscal
20 1 year for expenditure for the purposes designated. The
20 2 provisions of section 8.39 shall not apply to the funds
20 3 appropriated pursuant to this subsection.

CODE: Specifies that Student Achievement and Teacher Quality Program funds allocated for the Pay for Performance Program do not revert at the end of the fiscal year.

20 4 Sec. 42. Section 284.13, Code 2007, is amended by adding
20 5 the following new subsection:

20 6 NEW SUBSECTION. 4. a. There is created an Iowa elite
20 7 teacher program to be administered by the department. The
20 8 program shall consist of four pilot projects. The department
20 9 shall develop an application process and criteria for the
20 10 selection of school districts to participate in the program.
20 11 The criteria developed shall include a prerequisite that
20 12 participation in the program has been agreed to by the
20 13 applicant school district's administrators and by a majority
20 14 of the teachers employed by the school district or, if the
20 15 licensed employees of the school district are organized under
20 16 chapter 20 for collective bargaining purposes, by the employee
20 17 organization.

CODE: Creates the Iowa Elite Teacher Program to be administered by the Department of Education. Directs the Department to develop an application process and criteria for selection of school districts to participate. Specifies that the district's administration and a majority of teachers or the employee organization must agree to participate.

20 18 b. For the fiscal year beginning July 1, 2007, the

CODE: Directs the Department to select two urban school districts

20 19 department shall select two school districts located in urban
20 20 areas and two school districts located in rural areas to
20 21 participate in the pilot projects.

and two rural school districts to participate in the pilot projects in FY 2008.

20 22 c. For the fiscal year beginning July 1, 2008, the
20 23 department shall select four school districts located in urban
20 24 areas and four school districts located in rural areas to
20 25 participate in the pilot projects.

CODE: Directs the Department to select four urban school districts and four rural school districts to participate in the pilot projects in FY 2009.

20 26 d. The funds distributed to the selected school districts
20 27 shall be equally divided between the selected school
20 28 districts. Each school district selected to participate in
20 29 the program shall distribute the amount received pursuant to
20 30 this subsection equally to the teachers in the school district
20 31 who, as identified by the committee established pursuant to
20 32 paragraph "e", rank in the top ten percent of the teachers
20 33 employed by the school district.

CODE: Requires funds to be equally divided between the districts selected as pilot project sites. Requires each district to distribute the funding equally to teachers that rank in the upper 10.00% of teachers employed by the district, as identified by the selection committee.

20 34 e. Each school district selected to participate in the
20 35 program shall establish a five-member elite teacher selection
21 1 committee. The committee shall consist of an administrator, a
21 2 school board member, a teacher assigned to a grade level from
21 3 kindergarten to grade four, a teacher assigned to a grade
21 4 level from grade five to grade eight, and a teacher assigned
21 5 to a grade level or subject area from grade nine to grade
21 6 twelve. The committee shall establish criteria for ranking
21 7 teachers employed by the school district. The committee,
21 8 based upon the criteria established, shall identify teachers
21 9 who rank in the top ten percent of the teachers employed in
21 10 the school district in accordance with paragraph "d".

CODE: Requires each pilot project district to establish a five-member Elite Teacher Selection Committee, consisting of an administrator, a school board member, a teacher from grades Kindergarten through 4, a teacher from grades 5 through 8, and a teacher from grades 9 through 12. Requires the Selection Committee to establish criteria for ranking teachers employed by the district and to use the criteria to identify the upper 10.00% of teachers for purposes of awarding salary enhancements.

21 11 f. Teachers identified as provided in paragraph "e" shall
21 12 be offered an extended contract in accordance with section
21 13 279.13. As provided in paragraph "d", the school district
21 14 shall distribute funds as a salary enhancement to a teacher

CODE: Requires teachers identified by the Selection Committee to be offered extended contracts, and those that accept the contracts to receive salary enhancements. Requires the extended contracts to require the teachers to take measures to increase student

21 15 who accepts the extended contract. The extended contract
21 16 shall require the teacher to take measures to increase student
21 17 achievement through various summer school initiatives
21 18 including but not limited to curriculum study and remedial
21 19 work. Any student who receives a failing grade in the school
21 20 district's core curriculum areas shall be encouraged to attend
21 21 the summer school program.

achievement through summer school initiatives, including but not limited to curriculum study and remedial work. Requires any student that receives a failing grade in the core curriculum areas to be encouraged to attend summer school.

21 22 g. Teachers holding an initial or regular practitioner
21 23 license are eligible to receive salary enhancements under the
21 24 program.

CODE: Specifies that teachers holding an initial or regular practitioner license are eligible for the salary enhancements under the Iowa Elite Teacher Program.

21 25 h. Each school district participating in the program shall
21 26 submit a report to the department upon conclusion of the pilot
21 27 project. The department shall submit a final report to the
21 28 general assembly within thirty days of completion of the
21 29 program.

CODE: Requires each pilot project district to submit a report to the Department of Education upon conclusion of the pilot project. Requires the Department to submit a final report to the General Assembly within 30 days of completion of the Program.

21 30 i. Notwithstanding any provision to the contrary, up to
21 31 forty percent of the amount allocated for the fiscal year
21 32 beginning July 1, 2007, and for the fiscal year beginning July
21 33 1, 2008, pursuant to subsection 1, paragraph "g",
21 34 subparagraphs (2) and (3), shall be used by the department for
21 35 purposes of the Iowa elite teacher program.

CODE: Requires up to 40.00% of the funds allocated for the Iowa Elite Teacher Program in FY 2008 and FY 2009 to be used by the Department of Education for purposes of the Program.

22 1 Sec. 43. Section 284.14, Code 2007, is amended by adding
22 2 the following new subsection:
22 3 NEW SUBSECTION. 0A. INTENT. The intent of this section
22 4 is to create a process by which select Iowa school districts
22 5 research, develop, and implement projects designed to identify
22 6 promising practices related to enhanced teacher compensation
22 7 career ladders and performance pay models. If successful
22 8 pilot processes are developed and implemented by local school
22 9 districts, it is the intent of the general assembly to
22 10 establish sustained long-term funding of successful planning

CODE: Specifies the intent of the General Assembly in establishing the Pay for Performance Program.

22 11 or implementation projects.

22 12 Sec. 44. Section 284.14, subsections 1, 2, and 3, Code
22 13 2007, are amended to read as follows:

CODE: Technical change.

22 14 1. COMMISSION. A pay-for-performance commission is
22 15 established to design and implement a pay-for-performance
22 16 ~~program pilot project~~ and provide a study relating to teacher
22 17 and staff compensation containing a pay-for-performance
22 18 component. The study shall measure the cost and effectiveness
22 19 in raising student achievement of a compensation system that
22 20 provides financial incentives based on student performance.
22 21 The commission is part of the executive branch of government.

22 22 2. DEVELOPMENT OF PROGRAM. Beginning July 1, 2006, the
22 23 commission shall gather sufficient information to identify a
22 24 pay-for-performance program based upon student achievement
22 25 gains and global content standards where student achievement
22 26 gains cannot be easily measured. The commission shall review
22 27 pay-for-performance programs in both the public and private
22 28 sector. ~~Based on this information, the commission shall~~
22 29 ~~design a program utilizing both individual and group incentive~~
22 30 ~~components. At least half of any available funding identified~~
22 31 ~~by the commission shall be designated for individual~~
22 32 ~~incentives.~~

CODE: Strikes the requirement for individual pay for performance incentives.

22 33 a. Commencing with the school year beginning July 1, 2007,
22 34 the commission shall initiate ~~demonstration~~ planning projects,
22 35 in selected kindergarten through grade twelve schools, to test
23 1 the effectiveness of the pay-for-performance program. The
23 2 purpose of the ~~demonstration~~ planning projects is to identify
23 3 the strengths and weaknesses of the various
23 4 pay-for-performance program ~~design~~ career ladder designs,
23 5 including the career path levels of the student achievement
23 6 and teacher quality program pursuant to section 284.7,
23 7 evaluate cost effectiveness, analyze student achievement gains
23 8 needs, select formative and summative student achievement

CODE: Specifies that the purpose of the planning projects is to evaluate various pay for performance career ladder designs, including the career path levels established in the Student Achievement and Teacher Quality Program.

23 9 measures that align to identify needs, consider necessary
 23 10 supports related to the student achievement goals in the
 23 11 school district's comprehensive school improvement plan, test-
 23 12 assessments review assessment needs, identify mechanisms to
 23 13 account for existing teacher contract provisions within the
 23 14 proposed career ladder salary increments, allow thorough
 23 15 review of data, and make necessary adjustments before
 23 16 implementing proposing implementation of the
 23 17 pay-for-performance program statewide.

23 18 b. ~~The~~ For the school year beginning July 1, 2007, and
 23 19 ending June 30, 2008, the commission shall select up to ten
 23 20 school districts as demonstration planning projects, with one
 23 21 or more selected projects demonstrating a regional approach.
 23 22 ~~To the extent practicable, participants shall represent~~
 23 23 ~~geographically distinct rural, urban, and suburban areas of~~
 23 24 ~~the state.~~ Participants shall provide reports or other
 23 25 information as required by the commission.

CODE: Directs the Pay for Performance Commission to select up to 10 school districts as planning projects for FY 2008, and specifies that one or more must demonstrate a regional approach. Strikes a requirement that participating districts represent geographically distinct areas of the State.

23 26 c. ~~Commencing with~~ For the school year beginning July 1,
 23 27 2008, and ending June 30, 2009, the commission shall select up
 23 28 to twenty additional school districts as demonstration
 23 29 planning or implementation projects.

CODE: Directs the Pay for Performance Commission to select up to 20 additional school districts as planning or implementation projects in FY 2009.

23 30 3. REPORTS AND FINAL STUDY. Based on the information
 23 31 generated by the ~~demonstration~~ planning or implementation
 23 32 projects, the commission shall prepare an interim report by
 23 33 January 15 14, 2007 2008, followed by interim progress reports
 23 34 annually, followed by a final study report analyzing the
 23 35 effectiveness of pay-for-performance in raising student
 24 1 achievement levels. The final study report shall be completed
 24 2 no later than six months after the completion of the
 24 3 demonstration planning or implementation projects. The
 24 4 commission shall provide copies of the final study report to
 24 5 the department of education and to the chairpersons and
 24 6 ranking members of the senate and house standing committees on

CODE: Postpones to January 14, 2008, the date by which the Pay for Performance Commission must provide an interim report.

24 7 ~~education general assembly.~~

24 8 Sec. 45. Section 284.14, subsection 4, Code 2007, is
24 9 amended by striking the subsection.

CODE: Strikes the requirement that the General Assembly consider statewide implementation of a Pay for Performance Program in FY 2010.

24 10 Sec. 46. Section 284A.1, Code 2007, is amended by adding
24 11 the following new subsections:
24 12 NEW SUBSECTION. 2A. "Comprehensive evaluation" means a
24 13 summative evaluation of a beginning administrator conducted by
24 14 an evaluator in accordance with section 284A.3 for purposes of
24 15 determining a beginning administrator's level of competency
24 16 for recommendation for licensure based on the Iowa standards
24 17 for school administrators adopted pursuant to section 256.7,
24 18 subsection 27.
24 19 NEW SUBSECTION. 3A. "Director" means the director of the
24 20 department of education.
24 21 NEW SUBSECTION. 3B. "Evaluation" means a summative
24 22 evaluation of an administrator used to determine whether the
24 23 administrator's practice meets school district expectations
24 24 and the Iowa standards for school administrators adopted
24 25 pursuant to section 256.7, subsection 27.

CODE: Specifies definitions related to the Administrator Quality Program.

24 26 Sec. 47. Section 284A.2, subsection 3, Code 2007, is
24 27 amended to read as follows:
24 28 3. Each school board shall establish an administrator
24 29 mentoring program for all beginning administrators. The
24 30 school board may adopt the model program developed by the
24 31 department pursuant to subsection 2. Each school board's
24 32 beginning administrator mentoring and induction program shall,
24 33 at a minimum, provide for one year of programming to support
24 34 the Iowa standards for school administrators adopted pursuant
24 35 to section 256.7, subsection 27, and beginning administrators'
25 1 professional and personal needs. Each school board shall
25 2 develop an initial beginning administrator mentoring and
25 3 induction plan. The plan shall describe the mentor selection

CODE: Requires that Beginning Administrator Mentoring and Induction Programs in local school districts support the State standards for administrators, as well as the personal and professional needs of beginning administrators.

DETAIL: Sections 2 and 3 of the Bill require the development of State standards for school administrators.

25 4 process, describe supports for beginning administrators,
25 5 describe program organizational and collaborative structures,
25 6 provide a budget, provide for sustainability of the program,
25 7 and provide for program evaluation. The school board
25 8 employing an administrator shall determine the conditions and
25 9 requirements of an administrator participating in a program
25 10 established pursuant to this section. A school board shall
25 11 include its plan in the school district's comprehensive school
25 12 improvement plan submitted pursuant to section 256.7,
25 13 subsection 21.

25 14 Sec. 48. Section 284A.2, Code 2007, is amended by adding
25 15 the following new subsection:
25 16 NEW SUBSECTION. 3A. A beginning administrator shall be
25 17 informed by the school district or the area education agency,
25 18 prior to the beginning administrator's participation in a
25 19 mentoring and induction program, of the criteria upon which
25 20 the administrator will be evaluated and of the evaluation
25 21 process utilized by the school district or area education
25 22 agency.

CODE: Requires a school district or Area Education Agency to inform a beginning administrator of the criteria used and the process for evaluation.

25 23 Sec. 49. Section 284A.2, subsection 4, Code 2007, is
25 24 amended to read as follows:
25 25 4. By the end of a beginning administrator's ~~second~~ first
25 26 year of employment, the beginning administrator may be
25 27 comprehensively evaluated at the discretion of the school
25 28 board to determine if the administrator meets expectations to
25 29 move to a standard administrator license. The school district
25 30 or area education agency that employs a beginning
25 31 administrator shall recommend the beginning administrator for
25 32 a standard license if the beginning administrator is
25 33 determined through a comprehensive evaluation to demonstrate
25 34 competence in the Iowa standards for school administrators
25 35 adopted pursuant to section 256.7, subsection 27. A school
26 1 district or area education agency may allow a beginning
26 2 administrator a second year to demonstrate competence in the

CODE: Requires a school district or Area Education Agency (AEA) that employs a beginning administrator to determine, at the end of the administrator's first year of employment, whether the administrator qualifies for a standard administrator license. Specifies that the district or AEA may allow a beginning administrator up to two years to demonstrate competence in the Iowa standards for school administrators. Requires the Board of Educational Examiners to grant a one-year extension of the beginning administrator's license upon the request of the school district or AEA employing the administrator.

26 3 Iowa standards for school administrators if, after conducting
26 4 a comprehensive evaluation, the school district or area
26 5 education agency determines that the administrator is likely
26 6 to successfully demonstrate competence in the Iowa standards
26 7 for school administrators by the end of the second year. Upon
26 8 notification by the school district or area education agency,
26 9 the board of educational examiners shall grant a beginning
26 10 administrator who has been allowed a second year to
26 11 demonstrate competence a one-year extension of the beginning
26 12 administrator's initial license. An administrator granted a
26 13 second year to demonstrate competence shall undergo a
26 14 comprehensive evaluation at the end of the second year.

26 15 Sec. 50. NEW SECTION. 284A.1 ADMINISTRATOR QUALITY
26 16 PROGRAM.

26 17 An administrator quality program is established to promote
26 18 high student achievement and enhanced educator quality. The
26 19 program shall consist of the following three major components:

26 20 1. Mentoring and induction programs that provide support
26 21 for administrators in accordance with section 284A.2, as
26 22 amended in this Act.

26 23 2. Professional development designed to directly support
26 24 best practices for leadership.

26 25 3. Evaluation of administrators against the Iowa standards
26 26 for school administrators.

CODE: Establishes the Administrator Quality Program to include mentoring and induction programs, professional development, and evaluation against the Iowa standards for school administrators.

DETAIL: The Beginning Administrator Mentoring and Induction Program was established in FY 2006 and is funded with a General Fund standing appropriation of \$250,000.

26 27 Sec. 51. NEW SECTION. 284A.3 IOWA STANDARDS FOR SCHOOL
26 28 ADMINISTRATORS EVALUATIONS.

26 29 By July 1, 2008, each school board shall provide for
26 30 evaluations for administrators under individual career
26 31 development plans developed in accordance with section
26 32 279.23A, and the Iowa standards for school administrators and
26 33 related criteria adopted by the state board in accordance with
26 34 section 256.7, subsection 27. A local school board may
26 35 establish additional administrator standards and related
27 1 criteria.

CODE: Requires local school boards to provide for evaluations of administrators by July 1, 2008. Requires the evaluations to be based upon individual career development plans and the Iowa standards for school administrators and related criteria. Specifies that local school boards may establish additional administrator standards and related criteria.

27 2 Sec. 52. NEW SECTION. 284A.4 PARTICIPATION.
27 3 Effective July 1, 2007, each school district shall
27 4 participate in the administrator quality program, and the
27 5 board of directors of each school district shall do all of the
27 6 following:
27 7 1. Implement a beginning administrator mentoring and
27 8 induction program as provided in this chapter.
27 9 2. Adopt individual administrator career development plans
27 10 in accordance with this chapter.
27 11 3. Adopt an administrator evaluation plan that, at a
27 12 minimum, requires an evaluation of administrators in the
27 13 school district annually pursuant to section 279.23A and based
27 14 upon the Iowa standards for school administrators and
27 15 individual administrator career development plans.

CODE: Requires school districts to participate in the Administrator Quality Program by July 1, 2007. Specifies that the districts must implement a beginning administrator mentoring and induction program, adopt individual administrator career development plans, and adopt an administrator evaluation plan that requires annual evaluation based upon the Iowa standards for school administrators and the individual career development plans.

27 16 Sec. 53. NEW SECTION. 284A.6 ADMINISTRATOR CAREER
27 17 DEVELOPMENT.
27 18 1. Each school district shall be responsible for the
27 19 provision of professional growth programming for individuals
27 20 employed in a school district administrative position by the
27 21 school district or area education agency as deemed appropriate
27 22 by the board of directors of the school district or area
27 23 education agency. School districts may collaborate with other
27 24 educational stakeholders including other school districts,
27 25 area education agencies, professional organizations, higher
27 26 education institutions, and private providers, regarding the
27 27 provision of professional development for school district
27 28 administrators. Professional development programming for
27 29 school district administrators may include support that meets
27 30 the career development needs of individual administrators
27 31 aligned to the Iowa standards for school administrators
27 32 adopted pursuant to section 256.7, subsection 27, and meets
27 33 individual administrator career development plans.
27 34 2. In cooperation with the administrator's evaluator, the
27 35 administrator who has a standard administrator's license
28 1 issued by the board of educational examiners pursuant to

CODE: Requires local school districts to provide professional growth programming for school administrators. Requires administrators to develop individual career development plans. Requires annual review of the administrator's progress in meeting the goals of the plan.

28 2 chapter 272 and is employed by a school district or area
28 3 education agency in a school district administrative position,
28 4 shall develop an individual administrator career development
28 5 plan. The purpose of the plan is to promote individual and
28 6 group career development. The individual plan shall be based,
28 7 at a minimum, on the needs of the administrator, the Iowa
28 8 standards for school administrators adopted pursuant to
28 9 section 256.7, subsection 27, and the student achievement
28 10 goals of the attendance center and the school district as
28 11 outlined in the comprehensive school improvement plan.
28 12 3. The administrator's evaluator shall meet annually as
28 13 provided in section 279.23A with the administrator to review
28 14 progress in meeting the goals in the administrator's
28 15 individual plan. The purpose of the meeting shall be to
28 16 review collaborative work with other staff on student
28 17 achievement goals and to modify as necessary the
28 18 administrator's individual plan to reflect the individual
28 19 administrator's and the school district's needs and the
28 20 individual's progress in meeting the goals in the plan. The
28 21 administrator shall present to the evaluator evidence of
28 22 progress. The administrator's supervisor and the evaluator
28 23 shall review and the supervisor may modify the administrator's
28 24 individual plan.

28 25 Sec. 54. NEW SECTION. 284A.7 EVALUATION REQUIREMENTS FOR
28 26 ADMINISTRATORS.

28 27 A school district shall conduct an evaluation of an
28 28 administrator who holds a standard license issued under
28 29 chapter 272 at least once every three years for purposes of
28 30 assisting the administrator in making continuous improvement,
28 31 documenting continued competence in the Iowa standards for
28 32 school administrators adopted pursuant to section 256.7,
28 33 subsection 27, or to determine whether the administrator's
28 34 practice meets school district expectations. The review shall
28 35 include, at a minimum, an assessment of the administrator's
29 1 competence in meeting the Iowa standards for school
29 2 administrators and the goals of the administrator's individual

CODE: Requires school districts to conduct evaluations of
administrators holding standard licenses at least once every three
years.

29 3 career development plan, including supporting documentation or
 29 4 artifacts aligned to the Iowa standards for school
 29 5 administrators and the individual administrator's career
 29 6 development plan.

29 7 Sec. 55. 2006 Iowa Acts, chapter 1182, section 1,
 29 8 unnumbered paragraph 2, is amended to read as follows:
 29 9 For purposes, as provided in law, of the student
 29 10 achievement and teacher quality program established pursuant
 29 11 to chapter 284:
 29 12 FY 2006-2007..... \$104,343,894
 29 13 FY 2007-2008..... \$139,343,894
 29 14 174,343,894
 29 15 FY 2008-2009..... \$174,343,894
 29 16 249,343,894

CODE: Increases the General Fund appropriations to the Department of Education for FY 2008 and FY 2009 for the Student Achievement and Teacher Quality Program.

DETAIL: The FY 2008 appropriation is increased by \$35,000,000 and is an increase of \$70,000,000 compared to the estimated FY 2007 appropriation. The FY 2009 appropriation is increased \$75,000,000 and is an increase of \$75,000,000 compared to the FY 2008 appropriation.

29 17 Sec. 56. Section 284A.1, Code 2007, is transferred to
 29 18 section 284A.2.

CODE: Technical change.

29 19 Sec. 57. Section 284A.2, Code 2007, is transferred to
 29 20 section 284A.5.

CODE: Technical change.

29 21 Sec. 58. Section 284A.3, Code 2007, is transferred to
 29 22 section 284A.8.

CODE: Technical change.

29 23 Sec. 59. CODE EDITOR DIRECTIVE. The Code editor is
 29 24 directed to correct internal references in the Code as
 29 25 necessary due to enactment of the sections of this Act that
 29 26 relocate sections 284A.1, 284A.2, and 284A.3.

Directs the Code Editor to correct internal references as needed.

29 27 Sec. 60. EFFECTIVE DATE. The section of this Act amending
 29 28 section 284.13, subsection 1, paragraph "j", relating to the
 29 29 nonreversion of funds, being deemed of immediate importance,

Specifies that the provision in Section 41 of the Bill that provides for non-reversion of funds for the Pay for Performance Program takes effect upon enactment.

29 30 takes effect upon enactment.

29 31 Sec. 61. STATE MANDATE FUNDING SPECIFIED. In accordance
29 32 with section 25B.2, subsection 3, the state cost of requiring
29 33 compliance with any state mandate included in this Act shall
29 34 be paid by a school district from state school foundation aid
29 35 received by the school district under section 257.16 and
30 1 moneys appropriated in this Act. This specification of the
30 2 payment of the state cost shall be deemed to meet all the
30 3 state funding-related requirements of section 25B.2,
30 4 subsection 3, and no additional state funding shall be
30 5 necessary for the full implementation of this Act by and
30 6 enforcement of this Act against all affected school districts.

Specifies that the costs to school districts of complying with the requirements of this Bill are to be paid from school foundation aid and no additional State funding shall be necessary.

30 7 SF 277

30 8 kh:rj/cc/26

Summary Data

General Fund

	Actual FY 2006	Estimated FY 2007	Gov Rec FY 2008	Senate Action FY 2008	Senate Action vs. Est	Page and Line #
	(1)	(2)	(3)	(4)	(5)	(6)
Education	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 174,343,894	\$ 70,000,000	
Grand Total	<u><u>\$ 69,593,894</u></u>	<u><u>\$ 104,343,894</u></u>	<u><u>\$ 174,343,894</u></u>	<u><u>\$ 174,343,894</u></u>	<u><u>\$ 70,000,000</u></u>	

Education

General Fund

	Actual FY 2006	Estimated FY 2007	Gov Rec FY 2008	Senate Action FY 2008	Senate Action vs. Est	Page and Line #
	(1)	(2)	(3)	(4)	(5)	(6)
Education, Department of						
Education, Department of						
Student Achievement/Teacher Quality	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 174,343,894	\$ 70,000,000	PG 26 LN 17
Total Education, Department of	<u>\$ 69,593,894</u>	<u>\$ 104,343,894</u>	<u>\$ 174,343,894</u>	<u>\$ 174,343,894</u>	<u>\$ 70,000,000</u>	
Total Education	<u>\$ 69,593,894</u>	<u>\$ 104,343,894</u>	<u>\$ 174,343,894</u>	<u>\$ 174,343,894</u>	<u>\$ 70,000,000</u>	

**Student Achievement and Teacher Quality Program
SF 277 - Allocations of the Annual Appropriation**

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
National Board Certification	\$ 1,900,000	\$ 1,400,000	\$ 700,000	\$ 1,100,000	\$ 2,000,000	\$ 1,915,000	\$ 1,402,500	\$ 1,402,500
NBC Support Program	0	0	0	0	0	250,000	250,000	250,000
Ambassador to Education	0	0	75,000	75,000	85,000	85,000	85,000	85,000
Mentoring and Induction	2,400,000	4,100,000	4,200,000	3,500,000	4,200,000	4,650,000	4,650,000	4,650,000
Career/Prof. Dev. and Eval. Training	3,000,000	1,750,000	1,300,000	175,000	400,000	610,000	695,000	695,000
Praxis II Pilot	500,000	500,000	0	0	0	0	0	0
Variable Pay	1,000,000	0	500,000	0	0	0	0	0
Add'l. Prof. Dev. Day(s)	0	0	0	0	10,000,000	10,000,000	0	0
Professional Development	0	0	0	0	0	0	20,000,000	0
Teacher Dev. Academies	0	0	0	0	0	0	1,845,000	0
Market Factor Incentives	0	0	0	0	0	3,390,000	3,390,000	7,500,000
Pay for Performance*	0	0	0	0	0	850,000	1,000,000	2,500,000
Institute for Tomorrow's Workforce	0	0	0	0	0	150,000	0	0
Salaries or Prof. Dev.	0	0	0	0	6,625,000	6,625,000	0	0
Teacher Compensation	31,200,000	32,250,000	37,500,000	40,433,894	46,283,894	75,818,894	141,026,394	232,261,394
Totals	<u>\$ 40,000,000</u>	<u>\$ 40,000,000</u>	<u>\$ 44,275,000</u>	<u>\$ 45,283,894</u>	<u>\$ 69,593,894</u>	<u>\$ 104,343,894</u>	<u>\$ 174,343,894</u>	<u>\$ 249,343,894</u>

NBC = National Board Certification